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Report to the Ranking Minority Member,
Subcommittee on Readiness and
Management Support, Committee on
Armed Services, U.S. Senate

May 1999

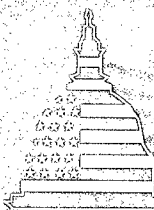
GENDER ISSUES

Perceptions of Readiness in Selected Units



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United States
General Accounting Office
Washington, D.C. 20548

National Security and
International Affairs Division

B-282402

May 13, 1999

The Honorable Charles S. Robb
Ranking Minority Member
Subcommittee on Readiness and Management Support
Committee on Armed Services
United States Senate

Dear Senator Robb:

Opportunities for women in the military have increased in the last several decades. About 14 percent of the total force is women.¹ In 1993 and 1994, significant legislative and policy changes were made that allowed women to serve in many combat-oriented positions previously closed to them.² Following these changes, the Army, the Navy, and the Marine Corps opened over 550 additional units to women. More than 13,000 women have joined these units.³ Among the units that have opened to women are Army smoke and chemical companies, forward support battalions, air defense artillery headquarters' units, military police units, and engineer companies; Navy combat ships, including aircraft carriers and amphibious assault ships; and Marine Corps air wings and many of its units that deploy on ships.

As you know, readiness is an extremely difficult concept to measure because of the many factors that impact it. Generally, these factors are categorized into three types: training, equipment, and personnel and GAO has done work in all three areas. As you requested, this report focuses on personnel, specifically, on the perceptions of men and women on their personal readiness, the readiness of men and women in their unit, and unit readiness (defined as the unit's ability to undertake its wartime mission). You also asked us to identify issues that servicemembers believe the services need to consider as more women join the military. Last, you asked us to review other studies of gender issues to determine whether the perceptions we gathered were similar.

¹The percentages of women vary among the active services. As of September 30, 1998, about 6 percent of the Marine Corps, 13 percent of the Navy, 15 percent of the Army, and 18 percent of the Air Force were women.

²Gender Issues: Information on DOD's Assignment Policy and Direct Ground Combat Definition (GAO/NSIAD-99-7, Oct. 19, 1998).

³For this report, the term unit is used in a generic sense. For example, an Army unit opened to women could be a forward support battalion, whereas for the Navy, a combat ship could represent a unit.

Our review included selected units in the Army, the Navy and the Marine Corps that have opened to women since 1993. We did not include the Air Force in our review because most Air Force units have been open to women since the late 1980s. To determine servicemembers' perceptions, we administered surveys to 378 men and 351 women in 40 units.⁴ To supplement the survey results and obtain a more complete picture of readiness issues, we conducted 75 discussion groups with over 500 of the men and women that had participated in the survey. We also interviewed unit commanders or their representatives from most of the units we visited.

Because we did not randomly select the units or respondents, our survey and discussion group results reflect the perceptions of the personnel we surveyed and are not projectable to the larger population. Our scope and methodology are discussed in appendix I. Appendix II contains the complete results of our survey and appendix III includes a list of the units we visited.

Results in Brief

The majority of men and women that we surveyed about their personal readiness said they were well or very well prepared to perform their wartime jobs considering their training and their physical and mental preparedness. Table 1 summarizes these perceptions.

Table 1: Survey Respondents That Reported They Were Well or Very Well Prepared to Perform Their Wartime Missions

Gender	Training (percent)	Physical preparedness (percent)	Mental preparedness (percent)
Men	77	90	81
Women	63	72	67

Source: 1998 GAO Survey on Readiness Issues.

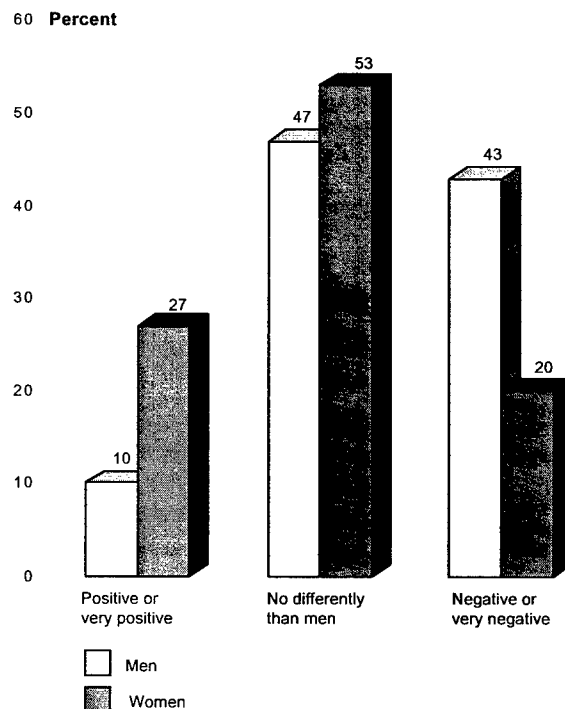
In addition, over 70 percent of men and women said they could deploy on short notice with no problems or only minor problems.

We also asked servicemembers about their perceptions regarding the readiness of men and women in their units. Our questions dealt with

⁴There were at least 7,000 men and 1,400 women in the units we surveyed.

training and job performance, willingness and availability to deploy, and physical preparedness to deploy. Men and women agreed that they were trained equally to complete their wartime missions and would perform their wartime jobs equally well. Generally, men believed that they were more physically prepared and were more willing to deploy. Women believed that men and women were equally prepared physically and equally willing to deploy. Since these units had only recently opened to women, we also asked about the impact women have had on the readiness of their unit. Although men tended to view the impact of women on unit readiness less positively than women, more than half the men indicated that women affect readiness either no differently from men or in a positive way (see fig. 1).

Figure 1: Perceived Impact of Women on Unit Readiness



Source: 1998 GAO Survey on Readiness Issues.

We also asked men and women to tell us which factors affect readiness positively and negatively. Men and women agreed on the top three positive factors and the top three negative factors. According to the men and

women we surveyed, training at the unit level, command leadership, and necessary equipment were the three positive impacts on readiness. Survey respondents cited the number of personnel, condition of equipment, and funding as the top three negative impacts.

Finally, both men and women perceived their units to be ready to perform their wartime missions. For example, 86 percent of the men and 80 percent of the women surveyed were moderately or very confident about their units' ability to perform their wartime missions effectively.

Gender stereotyping was an issue frequently raised during our discussion groups with women. They spoke about negative stereotyping regarding pregnancy, physical strength, and job performance. Women also said that they believed that they need to prove themselves repeatedly. In other discussion groups, men frequently mentioned the issue of preferential treatment for women.

Servicemembers—both men and women—said in our discussion groups that managing the impact of pregnancies on individual units was the primary gender-related issue the services needed to address. At the unit level, the impact of pregnancies on readiness depends on the concentration of women in a unit, the criticality of their jobs, the unit's ability to find replacements, and whether the unit was undermanned. Service personnel said that the impact of unplanned losses, even in critical positions, would not affect them as much if they were fully manned to begin with or if the services would replace those that were lost.

The perceptions from our survey and discussion groups are similar to the views expressed by servicemembers in other studies of gender issues. For example, during a study of readiness, RAND⁵ asked male and female respondents to rate the readiness of their units for a combat mission as high, medium, or low. Over 80 percent of men and women rated their readiness as medium or high. Discussion group themes were similar as well. In 1997, men told members of an Army panel studying sexual harassment that they feared being falsely accused of sexual harassment and that they believed women received preferential treatment, particularly in the areas of fitness standards and pregnancy. Women told the same panel

⁵Margaret C. Harrell and Laura L. Miller, *New Opportunities for Military Women, Effects Upon Readiness, Cohesion, and Morale* (Washington, D.C.: RAND, 1997). Like our survey, the results of this study are not projectable.

that they believed they were treated differently because of their gender and they were often stereotyped based on the actions of a few women, particularly on the issue of pregnancy.

Perceptions on Readiness Generally Positive

Our survey on the perceptions of readiness of units opened to women since 1993 showed that both men and women had a positive view of their own readiness. Furthermore, most men and women agreed that women either affected readiness no differently from men or affected readiness positively or very positively. In addition, despite concerns about equipment and personnel levels, men and women were confident in their units' ability to complete their wartime missions.

Both Men and Women Reported Positively on Their Personal Readiness

We asked respondents for their perceptions of their personal readiness in terms of their training, physical, and mental preparedness, and ability to deploy on short notice. We found that the majority of both men and women viewed their personal readiness positively in all areas, and indicated they could deploy on short notice with no or few problems.

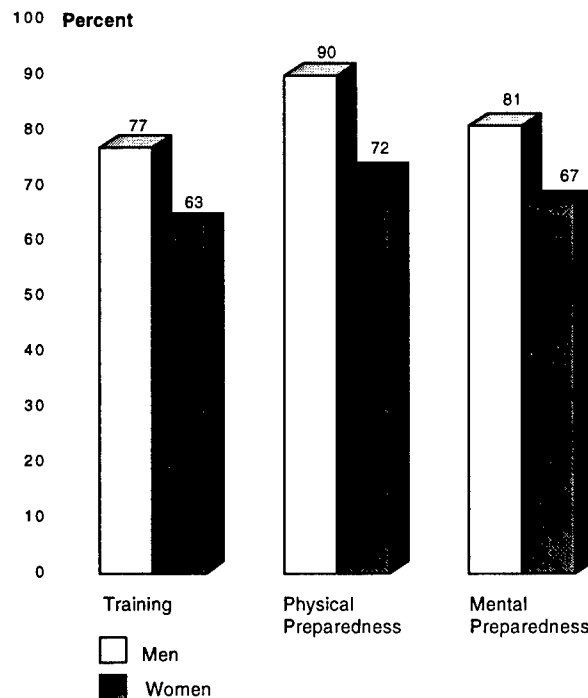
Regarding training they had received, 77 percent of the men and 63 percent of the women we surveyed said that they were either well prepared or very well prepared to perform their wartime jobs. These percentages are close to male and female responses to a similar question in the 1995 Department of Defense (DOD) Status of Armed Forces Surveys.⁶ In those surveys, 86 percent of men and 70 percent of women responded that, when considering their training and experience, they were well prepared or very well prepared to perform their wartime missions.

When asked how prepared they were physically to perform their wartime job, 90 percent of male respondents and 72 percent of female respondents reported that they were well prepared or very well prepared. These results were also similar to the results of a question in the DOD survey. In DOD's survey, 88 percent of men and 77 percent of women said that they were physically well prepared or very well prepared to perform their wartime missions.

⁶Status of Armed Forces Surveys, 1995 Form B—Gender Issues, Defense Manpower Data Center. This survey was administered to a non-proportional stratified random sample of active duty personnel with at least 6 months of service. We have factored out the responses attributable to Air Force and Coast Guard personnel to make the DOD data we cite comparable to the population we surveyed.

Our survey also revealed that most of the men and women we surveyed believed that they were mentally prepared to perform their wartime jobs. More than 80 percent of the male respondents and 67 percent of the female respondents said they were well prepared or very well prepared. The results from our questions on training, physical, and mental preparedness are shown in figure 2.

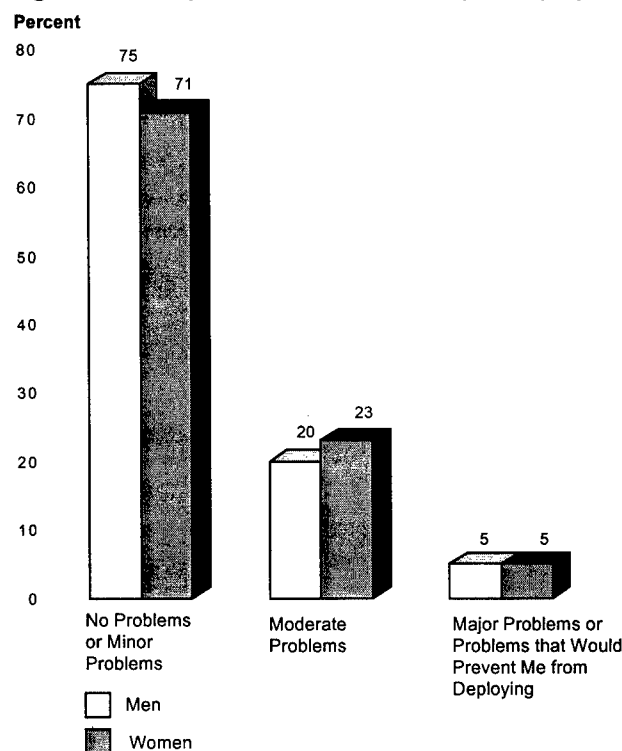
Figure 2: Perceptions of Personal Readiness to Perform Wartime Missions



Note: Figure depicts the percent of those who said that they were well prepared or very well prepared.

Source: 1998 GAO Survey on Readiness Issues.

Men and women responded similarly when asked about their personal ability to deploy on short notice (see fig. 3). Specifically, 75 percent of the male respondents and 71 percent of the female respondents answered that they could deploy with no problems or minor problems. Moreover, 20 percent of the men and 23 percent of the women reported they would have moderate problems. Only 5 percent of men and women indicated they would have major problems deploying or problems so large they would not be able to deploy.

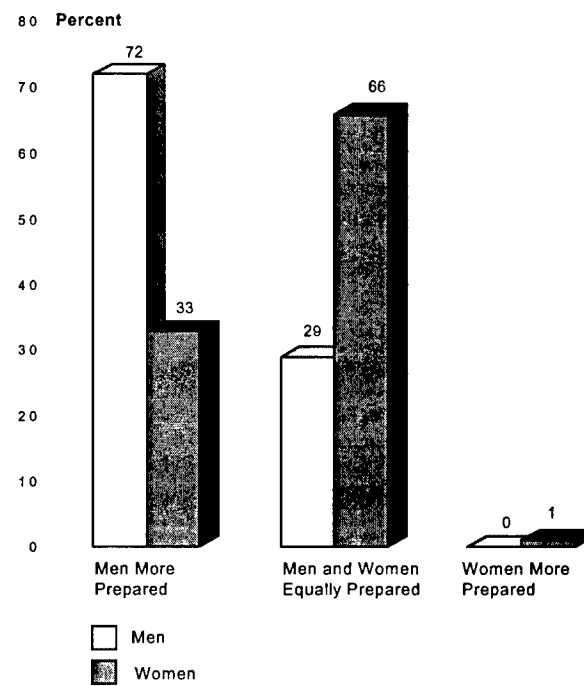
Figure 3: Perceptions of Personal Ability to Deploy on Short Notice

Source: 1998 GAO Survey on Readiness Issues.

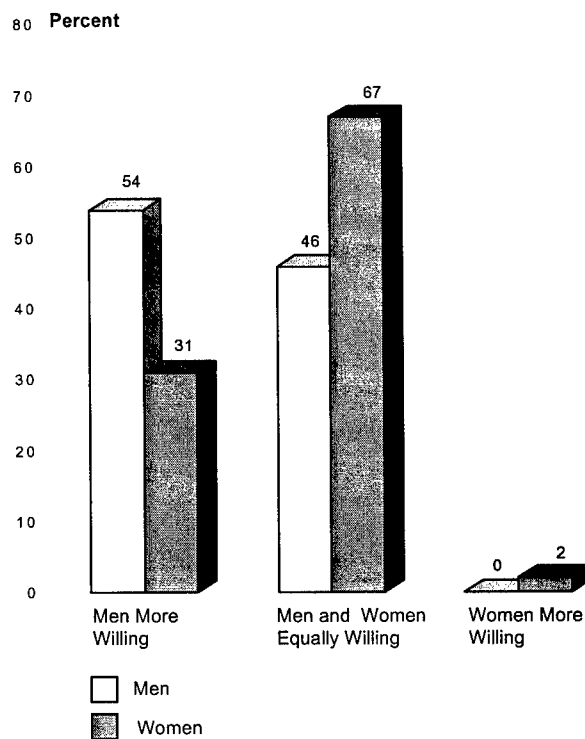
Servicemembers' Perceptions of the Readiness of Men and Women in Their Units

We asked men and women about several components of readiness. Specifically, we asked them whom they perceived was (1) more physically prepared to complete their mission, (2) more willing to deploy, and (3) better trained to complete their missions. Men and women in our survey responded differently. The majority of the men we surveyed believed men were better physically prepared to complete their missions and more willing to deploy than women. A majority of the men thought that men and women were trained equally to complete their current mission and would perform their wartime jobs equally well. The majority of the women we surveyed believed that men and women were equally prepared physically to complete their mission. A majority of the women also believed that they were as willing to deploy as men, were as well trained as men, and would perform their wartime jobs as well as men. Figures 4, 5, 6, and 7 compare the views of men and women we surveyed.

Figure 4: Perceptions of Relative Physical Preparation to Complete Current Missions

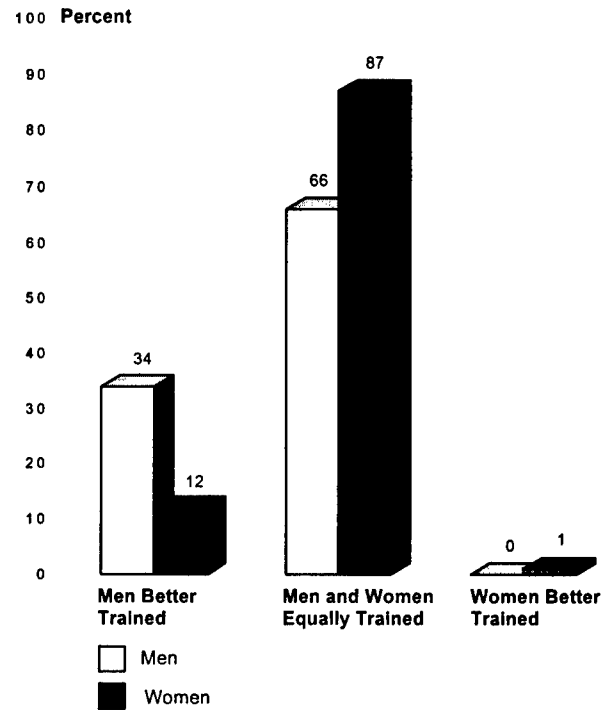


Source: 1998 GAO Survey on Readiness Issues.

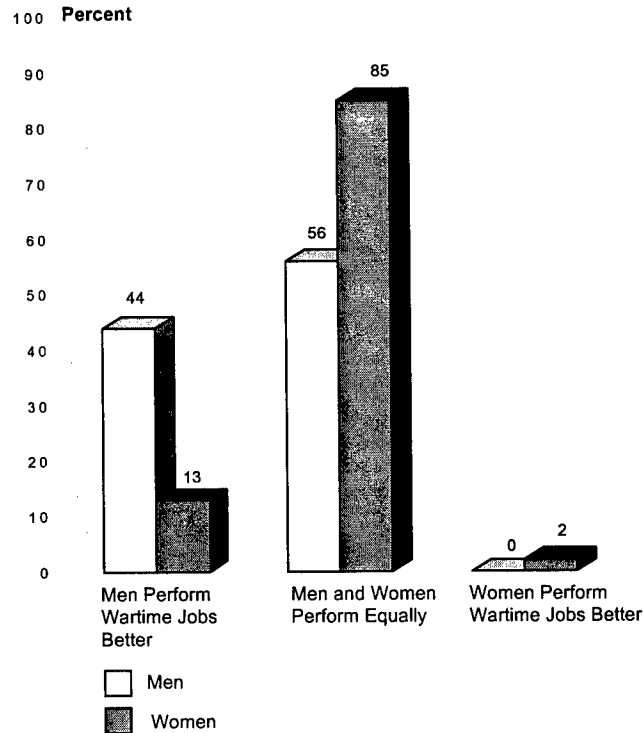
Figure 5: Perceptions of Relative Willingness to Deploy

Note: Does not include those surveys with responses "do not know" or "never deployed."

Source: 1998 GAO Survey on Readiness Issues.

Figure 6: Perceptions of Relative Degree of Training to Complete Current Missions

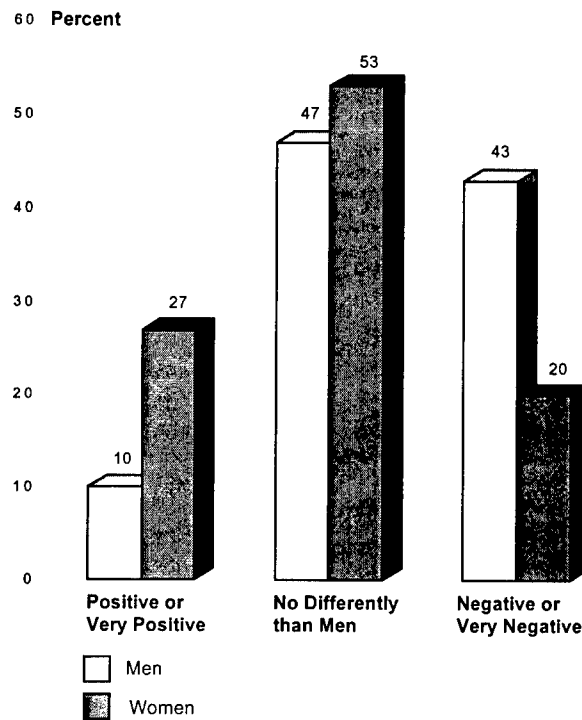
Source: 1998 GAO Survey on Readiness Issues.

Figure 7: Perceptions of Relative Ability to Perform Wartime Jobs

Note: Does not include the survey response "do not know."

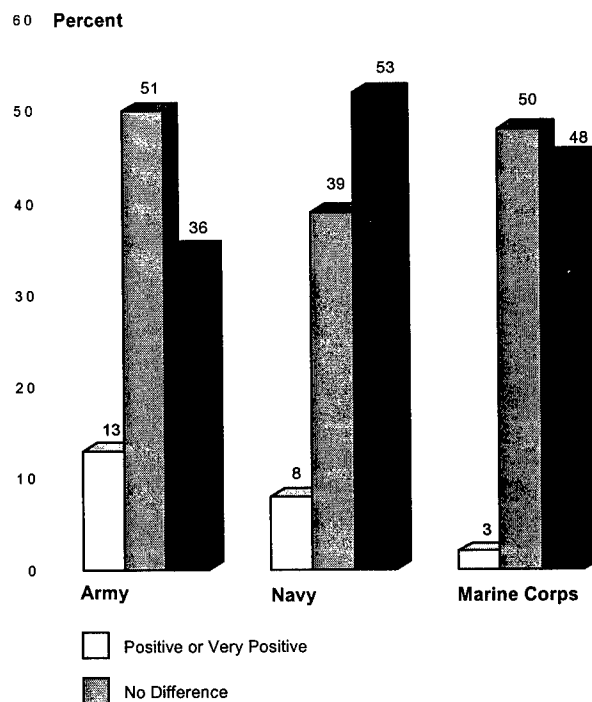
Source: 1998 GAO Survey on Readiness Issues.

We later asked men and women a summary question about their perceptions regarding the impact of women on readiness compared to men. Figure 8 shows the response to this question by gender. Although men tended to view the impact of women on unit readiness less positively than women, more than half the men indicated that women affect readiness either no differently from men or in a positive way.

Figure 8: Perceived Impact of Women on Unit Readiness

Source: 1998 GAO Survey on Readiness Issues.

Figure 9 shows, by service, male responses to the question of perceived impact of women on unit readiness. A majority of the Army respondents believed that women either affected readiness no differently from men or affected readiness positively or very positively. In the Navy, the majority of the men we surveyed believed that women affected readiness negatively or very negatively.

Figure 9: Views of Men Regarding the Impact of Women on Readiness by Service

Source: 1998 GAO Survey on Readiness Issues.

From a list of eight readiness factors, we also asked men and women to tell us which factors most positively and negatively affect readiness. Men and women agreed on the top three factors that positively affect readiness and the top three factors that negatively impact readiness (see tables 2 and 3). Training at the unit level, command leadership, and necessary equipment were the three most frequently selected factors positively affecting readiness. The number of personnel, condition of equipment, and funding were the three most often selected negative factors.

Table 2: Perceptions of Men and Women Regarding Factors That Positively Impact Readiness

Readiness factors Men	Frequency	Readiness factors Women	Frequency
Training at the unit level	182	Training at the unit level	153
Command leadership	152	Command leadership	100
Necessary equipment	105	Necessary equipment	98
Training at the command level	86	Mix of men and women	90
Number of personnel	81	Number of personnel	88
Condition of equipment	78	Training at the command level	78
Mix of men and women	48	Condition of equipment	74
Funding	32	Funding	43

Table 3: Perceptions of Men and Women Regarding Factors That Negatively Impact Readiness

Readiness factors Men	Frequency	Readiness factors Women	Frequency
Number of personnel	200	Number of personnel	174
Condition of equipment	142	Condition of equipment	143
Funding	125	Funding	104
Necessary equipment	85	Command leadership	78
Mix of men and women	72	Necessary equipment	68
Command leadership	63	Mix of men and women	46
Training at the unit level	45	Training at the unit level	44
Training at the command level	33	Training at the command level	38

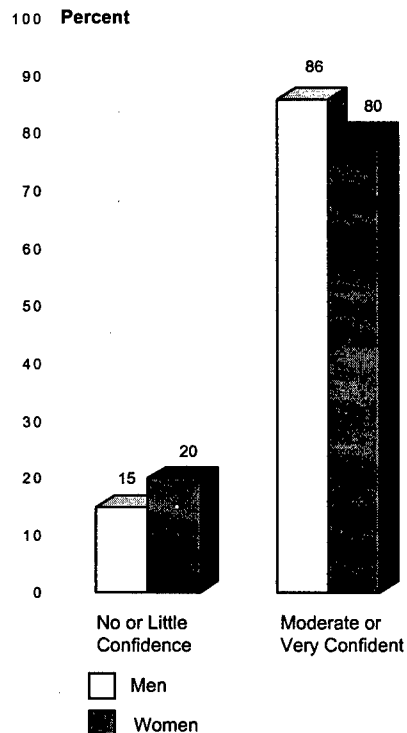
Men cited gender mix as the fifth most cited factor having a negative impact on unit readiness, whereas women cited it as the sixth.

The results of our survey on this question are similar to the results of the 1997 RAND report. RAND asked servicemembers to suggest reasons for their readiness level and that of their units. Out of 934 surveys, only 2 respondents indicated that gender issues had an effect on readiness, which according to the study, indicated a general perception that gender integration played a minor role in individual or unit readiness.

Male and Female Views on Unit Readiness

Both men and women reported high levels of confidence in their units' ability to perform their wartime missions effectively. The majority of the men and women surveyed reported that they were moderately confident or very confident of their units' ability to perform their wartime missions. Figure 10 illustrates these responses by gender.

Figure 10: Degree of Confidence in Units' Ability to Perform Wartime Missions Effectively



Note: Does not include the survey response "no basis to judge."

Source: 1998 GAO Survey on Readiness Issues.

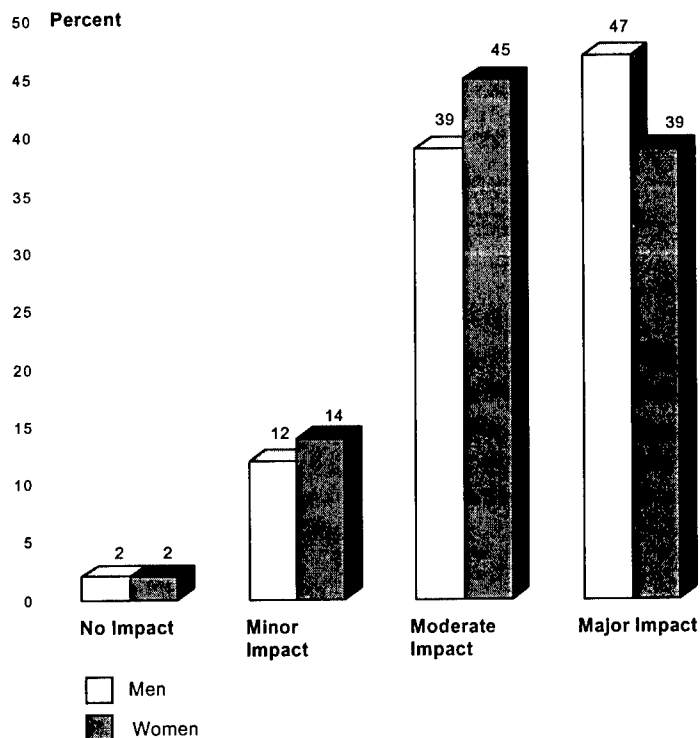
The responses to this question are similar to a question in the 1997 RAND study on new opportunities for women in the military. RAND asked men and women to rate the readiness of their units for a combat mission as high, medium, or low. Regardless of rank, over 80 percent of men and women rated their units' readiness as medium or high.

We also asked respondents to provide their perceptions of their units' readiness with regard to several different aspects, including training,

equipment, and changes in the number of personnel. Male and female responses were similar on these three aspects.

Both men and women in our survey indicated that their units' readiness had suffered because of changes in the number of personnel available for duty (see fig.11). Over 80 percent of the servicemembers we surveyed said that personnel changes had a moderate or major impact on the readiness of their units. In our survey, we defined moderate impact as "the number of personnel available is somewhat short of the number required," whereas we defined major impact as "the number of personnel is very short of the number required."

Figure 11: Perceptions of the Impact of Personnel Shortages on the Readiness of Units



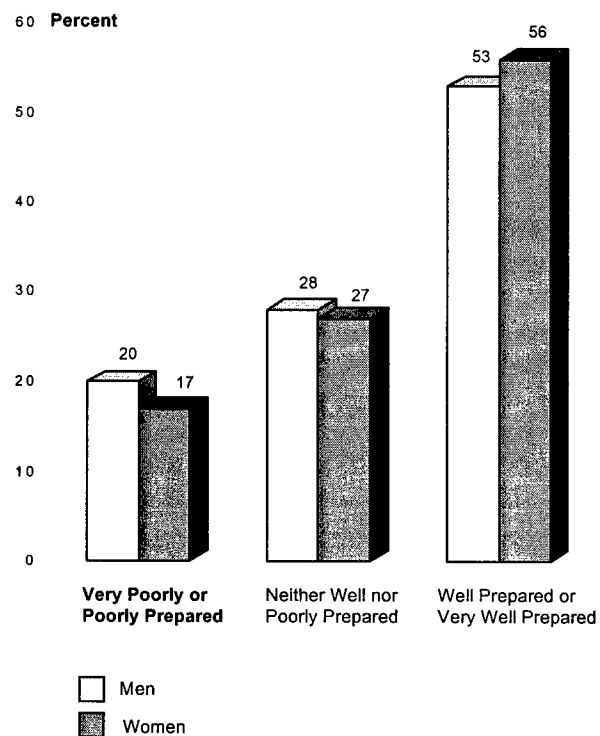
Note: Does not include survey response "no basis to judge."

Source: 1998 GAO Survey on Readiness Issues.

Slightly more than half of the men and women responded that their units were well trained or very well trained to perform their wartime mission

(see fig.12). And approximately 20 percent of the men and women said that their units were poorly or very poorly prepared.

Figure 12: Perceptions of How Well Trained Units Are to Perform Their Wartime Missions

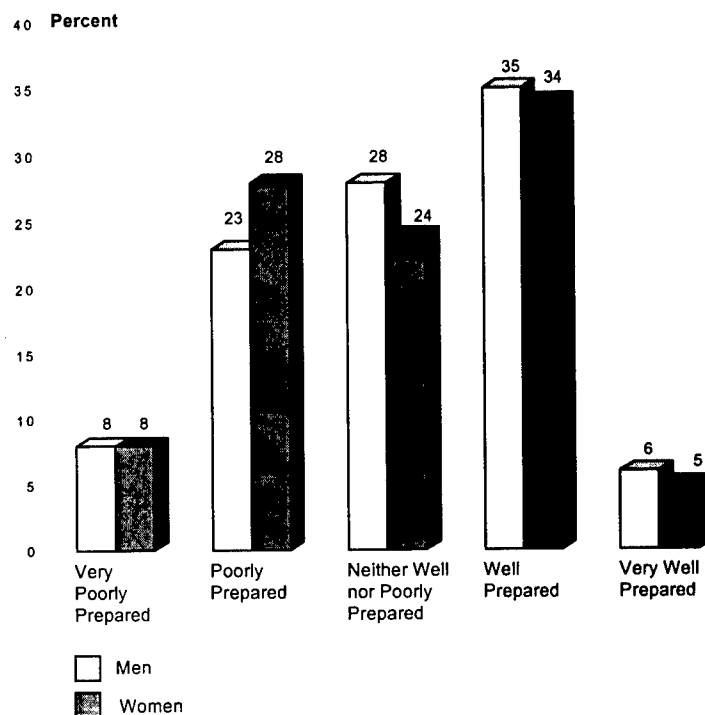


Note: Does not include the survey response "do not know."

Source: 1998 GAO Survey on Readiness Issues.

Both male and female respondents reported that if they included equipment in their consideration of preparedness, their units were less prepared (see fig.13). Specifically, regarding equipment, less than half of the respondents said their units were well or very well prepared. Additionally, approximately one-third of the male and female respondents reported that their units were poorly or very poorly prepared to perform their wartime missions.

Figure 13: Perceptions of Units' Ability to Perform Their Wartime Missions Considering Their Equipment



Note: Does not include the survey response "do not know."

Source: 1998 GAO Survey on Readiness Issues.

Gender Issues That Servicemembers Believed Require Additional Service Consideration

In our discussions with servicemembers, we asked participants what issues they believed the services needed to address as the number of women in the military increases. The issues that surfaced tended to vary according to gender and indicated that some significant gender integration challenges remain. The female discussion groups raised concerns that many men in the military view women in a stereotypical manner. The male discussion groups, on the other hand, raised concerns about what they perceived to be a pattern of preferential treatment of women and concerns about sexual harassment accusations. Both men and women raised the issue of managing the impact of pregnancy on unit operations.

A prominent issue among the women in our discussion groups involved gender stereotyping. Many of the women we talked with indicated that men lack confidence in a woman's ability to do her job. Women told us that

when a man arrives in a unit, everyone assumes that the man can do his job, but a woman has to prove herself repeatedly before she is accepted. For example, a female mechanic in the Army said that she had to overcome a belief among the men in her unit that women could not be good mechanics. She also said that she had to prove her abilities more than a man would have had to.

In another example, a Navy woman said that the men on her team tried to discourage her from participating with the team when they were assisting another ship that was on fire. The men did not think she had the physical strength to handle a fire hose. She participated with her team, proved she could do the job, and won the acceptance of her team. Many women also believed that they are scrutinized much more closely than men and that the failure of one woman is generalized to all women. Women also provided examples of men attempting to provide them with unwanted assistance.

An issue of concern that arose frequently in our discussion groups with men involved what they perceived to be preferential treatment of women. For example, some Navy men said that women tend to receive better bunking arrangements on ships, while men have to endure more crowding. Another area of perceived preferential treatment involved discipline. Some men cited situations in which a man would be disciplined for particular behavior, but a woman that did the same thing would not be disciplined. Finally, some men said that they would often help women that did not have the physical strength to do their jobs and that this took them away from their own duties.

Another concern raised in our discussion groups with men was what they perceived to be a rush to judgment in cases where men are accused of sexual harassment. They perceived that men were removed from their units as soon as they were charged, before any investigation. Many men were concerned that the mere charge was enough to ruin a man's career, whether he was found guilty or not. Men frequently mentioned that they believed that many charges of sexual harassment were unfounded and that false accusers did not seem to suffer any consequences.

An issue raised in both the male and female discussion groups was the impact of pregnancy on units. Depending on the nature of the job and the existence of environmental hazards, a commander may immediately remove a pregnant woman from her job. In addition, pregnant women are essentially unavailable for deployment for about a year—counting their pregnancies and the 4 months following the birth of their children. Because pregnancy is not a permanent medical condition, the services do not always replace pregnant women. This can place additional burdens on the

remaining personnel in the unit, particularly if the unit is already undermanned. Overwhelmingly, the men and women in our discussion groups said that the readiness impact of unplanned losses due to pregnancy or other medical or disciplinary reasons would be minimized if replacements were made available.

Agency Comments

We provided a draft of this report to the Office of the Secretary of Defense for review. The Department did not provide any comments.

We are sending copies of this report to Senator John Warner and Senator Carl Levin and Representative Floyd D. Spence and Representative Ike Skelton in their capacities as Chairman and Ranking Minority Member of the Senate and House Committees on Armed Services. We are sending copies to Senator Wayne Allard and Senator Max Cleland and to Representative Steven Buyer and Representative Neil Abercrombie in their capacities as Chairman or Ranking Minority Member of the Senate and House Committees on Armed Services, Subcommittees on Military Personnel. We are also sending copies of this report to the Honorable William Cohen, Secretary of Defense; the Honorable Louis Caldera, Secretary of the Army; the Honorable Richard Danzig, Secretary of the Navy; and General Charles C. Krulack, Commandant of the Marine Corps. Copies will also be made available to others upon request.

If you or your staff have questions concerning this report, please call me at (202) 512-5140. The major contributors to this report are listed in appendix IV.

Sincerely yours,



Mark E. Gebicke
Director, National Security Preparedness
Issue Area

Contents

Letter	1
Appendix I Objectives, Scope, and Methodology	24
Appendix II Responses to Survey Questions, by Gender	27
Appendix III Locations Visited and Units Surveyed	37
Appendix IV Major Contributors to This Report	40
Figures	
Figure 1: Perceived Impact of Women on Unit Readiness	3
Figure 2: Perceptions of Personal Readiness to Perform Wartime Mission	6
Figure 3: Perceptions of Personal Ability to Deploy on Short Notice	7
Figure 4: Perceptions of Relative Physical Preparation to Complete Current Missions	8
Figure 5: Perceptions of Relative Willingness to Deploy	9
Figure 6: Perceptions of Relative Degree of Training to Complete Current Missions	10
Figure 7: Perceptions of Relative Ability to Perform Wartime Jobs	11
Figure 8: Perceived Impact of Women on Unit Readiness	12
Figure 9: Views of Men Regarding the Impact of Women on Readiness by Service	13
Figure 10: Degree of Confidence in Units' Ability to Perform Wartime Missions Effectively	15
Figure 11: Perceptions of the Impact of Personnel Shortages on the Readiness of Units	16

Contents

Figure 12: Perceptions of How Well Trained Units Are to Perform Their Wartime Missions	17
Figure 13: Perceptions of Units' Ability to Perform Their Wartime Missions Considering Their Equipment	18

Tables	Table 1: Survey Respondents That Reported They Were Well or Very Well Prepared to Perform Their Wartime Missions	2
	Table 2: Perceptions of Men and Women Regarding Factors That Positively Impact Readiness	14
	Table 3: Perceptions of Men and Women Regarding Factors That Negatively Impact Readiness	14

Abbreviations

DOD	Department of Defense
MOS	military occupational specialty

Objectives, Scope, and Methodology

Our objectives were to obtain the perceptions of men and women regarding the impact women have had on units opened to them since 1993. Specifically, we obtained the perceptions of men and women on their personal readiness, the readiness of men and women in their unit, and unit readiness. We also identified issues that servicemembers believed the services need to consider as more women join the military and we reviewed other studies of gender issues to determine whether the perceptions we gathered were similar.

The scope of our review included units opened to women since 1993 in the Army, the Navy, and the Marine Corps. We did not include the Air Force in our review because the majority of its units have been open to women since the late 1980s. We excluded Air Force statistics when we compared our survey results to Department of Defense (DOD) data.

To determine servicemembers' perceptions, we administered 737 questionnaires¹ and led 75 discussion groups with over 500 men and women in 40 selected units opened to women since 1993. Data that the services provided showed the Army, the Navy, and the Marine Corps units we visited contained at least 7,000 men and 1,400 women.

We selected units based on their availability, the number of women in the units, and location. Using criteria that we established, service officials at each location selected the units we visited. These officials notified the units, and based on their availability, at least 5 to 10 men and women completed our survey and attended our discussion groups. Because we did not randomly select the units or the survey respondents, our survey results reflect only the perceptions of the personnel we surveyed and are not projectable.

In the survey, we asked respondents to give us their perceptions of their personal readiness, the readiness of women and men in their units, and unit readiness. In asking for perceptions, we asked respondents to consider a wide range of issues that could affect readiness. For example, we asked respondents to consider their training, equipment, and changes in the number of personnel available for duty when evaluating their unit readiness. In asking respondents about the readiness of men and women in

¹The total number of surveys is eight more than the sum of the men and women that completed our survey because eight respondents did not check either male or female when asked about their gender.

their unit, we asked them to take into account training, physical preparedness, and availability for deployment, among other factors.

We held discussion groups to identify issues that servicemembers believed the services need to consider as more women join the military. Our discussion groups ranged from 1 to 20 servicemembers. We met with men and women separately and met with junior enlisted, senior enlisted, and officer personnel separately as well. To promote a candid discussion, group moderators were the same gender as the group participants. We asked personnel to discuss the impact of introducing women into their units and to identify issues the services needed to address as more women entered the military. We included the most frequently mentioned topics in this report.

We obtained and reviewed studies done by DOD and others to determine whether our survey respondents and discussion group participants' perceptions were similar to those gathered by other researchers.

To obtain the perceptions of Army servicemembers, we visited 20 Army units located at Fort Hood, Texas, and 13 units located at 5 installations in Germany. Personnel completed 411 surveys—215 men, 193 women, and 3 that did not indicate gender. The Army units we visited included chemical companies, forward support battalions, military police units, and engineering units. Based on data provided by the Army, the percentage of women in the 20 Army units located at Fort Hood, Texas, ranged from 8 percent to 52 percent. The number of women in these units ranged from 8 to 36. Also, at Fort Hood, we interviewed 14 unit commanders or their representatives and conducted 4 group discussions. At the 5 Army bases in Germany, we surveyed 13 units. The percentage of women in the units varied from 3 percent to 45 percent; the number of women ranged from 5 to 34. We held 30 discussion groups in Germany and interviewed 12 unit commanders.

We visited four Navy units: a fixed-wing fighter squadron, an aircraft carrier, an amphibious assault ship, and a dock-landing ship. Units were selected based on their deployment schedules. The percent of women in these units ranged from 8 percent to 34 percent, and the number of women in the units varied from 17 to 297. We administered 246 surveys to 121 men, 123 women, and 2 that did not indicate gender. We conducted 29 group discussions.

We visited three Marine Corps aviation units that were opened to women when the Navy opened combatant ships to women. We administered 77 surveys—42 men and 35 women—interviewed 3 unit commanders, and conducted 12 group discussions. Data provided by the Marine Corps showed that the percent of women in the three units we visited ranged from 5 percent to 9 percent. The number of women ranged from 38 to 155.

We performed our work between July 1998 and March 1999 in accordance with generally accepted government auditing standards.

Responses to Survey Questions, by Gender

1. Taking into account your training, how prepared are you to perform your wartime job?

	Male		Female	
	Count	Percent	Count	Percent
Very poorly	9	2.4	7	2.0
Poorly prepared	19	5.0	38	10.8
Neither well nor poorly prepared	60	15.9	85	24.2
Well prepared	187	49.6	158	45.0
Very well prepared	102	27.1	63	18.0

2. How prepared are you physically to perform your wartime job?

	Male		Female	
	Count	Percent	Count	Percent
Very poorly	3	0.8	8	2.3
Poorly prepared	4	1.1	22	6.3
Neither well nor poorly prepared	31	8.2	68	19.4
Well prepared	195	51.6	179	51.0
Very well prepared	145	38.4	74	21.1

3. How prepared are you mentally to perform your wartime job?

	Male		Female	
	Count	Percent	Count	Percent
Very poorly	2	0.5	6	1.7
Poorly prepared	14	3.7	29	8.3
Neither well nor poorly prepared	55	14.6	81	23.1
Well prepared	173	45.9	161	45.9
Very well prepared	133	35.3	74	21.1

4. If you were required to deploy on short notice, how many problems would you have deploying?

	Male		Female	
	Count	Percent	Count	Percent
No problems	105	27.8	92	26.2
Minor problems	179	47.4	158	45.0
Moderate problems	76	20.1	82	23.4
Major problems	16	4.2	15	4.3
Problems so large they would prevent me from deploying	2	0.5	4	1.1

5. If you were required to deploy on short notice, which issue(s)—if any—would you require assistance with?

	Male		Female	
	Count	Percent	Count	Percent
Would not require any assistance	134	26.7	95	18.9
Family	135	26.9	139	27.7
Medical condition/physical fitness	19	3.6	41	8.2
Financial situation	88	17.5	86	17.1
Personal property	108	21.5	126	25.1
Other	18	3.6	15	3.0

6. Taking into account the training of personnel in your unit, how prepared is your unit to perform its wartime mission?

	Male		Female	
	Count	Percent	Count	Percent
Very poorly	13	3.4	11	3.1
Poorly prepared	56	14.8	45	12.8
Neither well nor poorly prepared	99	26.2	89	25.4
Well prepared	147	38.9	141	40.2
Very well prepared	40	10.6	40	11.4
Don't know	23	6.1	25	7.1

Appendix II
Responses to Survey Questions, by Gender

7. Taking into account the equipment in your unit, how prepared is your unit to perform its wartime mission?

	Male		Female	
	Count	Percent	Count	Percent
Very poorly	30	8.0	28	8.0
Poorly prepared	83	22.0	94	26.8
Neither well nor poorly prepared	102	27.1	81	23.1
Well prepared	126	33.4	114	32.5
Very well prepared	23	6.1	17	4.8
Don't know	13	3.5	17	4.8

8. If your unit was deployed to a potential war zone, how much confidence do you have in your unit's ability to perform its mission effectively?

	Male		Female	
	Count	Percent	Count	Percent
No confidence at all	8	2.1	7	2.0
Little confidence	44	11.6	58	16.5
Moderately confident	171	45.2	153	43.6
Very confident	136	36.0	108	30.8
No basis to judge	19	5.0	25	7.1

9. How has your unit's wartime readiness been impacted by changes in the number of personnel available for duty?

	Male		Female	
	Count	Percent	Count	Percent
No impact, the number of personnel available is the number required	6	1.6	7	2.0
Minor impact, the number of personnel available is adequate	44	11.6	40	11.5
Moderate impact, the number of personnel available is somewhat short of the number required	137	36.2	134	38.6
Major impact, the number of personnel available is very short of the number required	167	44.2	115	33.1
No basis to judge	24	6.4	51	14.7

Appendix II
Responses to Survey Questions, by Gender

10a. In your unit, which gender is better trained to complete the current mission?

	Male		Female	
	Count	Percent	Count	Percent
Men	127	34.0	43	12.3
Both are equally trained	246	65.8	304	86.9
Women	1	0.3	3	0.9

10b. In your unit, which gender is better prepared physically to complete the current mission?

	Male		Female	
	Count	Percent	Count	Percent
Men	266	71.5	116	33.4
Both are equally prepared physically	106	28.5	229	66.0
Women	0	0.0	2	0.6

10c. In your unit, which gender is assigned outside the unit more often?

	Male		Female	
	Count	Percent	Count	Percent
Men	133	36.0	115	33.6
Both are assigned equally often	179	48.5	187	54.7
Women	57	15.5	40	11.7

11a. In your unit, which gender is more often unavailable to deploy due to disciplinary reasons?

	Male		Female	
	Count	Percent	Count	Percent
Men	162	43.9	214	62.4
Both are equally unavailable	174	47.2	116	33.8
Women	33	8.9	13	3.8

Appendix II
Responses to Survey Questions, by Gender

11b. In your unit, which gender is more often unavailable to deploy due to medical reasons?

	Male		Female	
	Count	Percent	Count	Percent
Men	13	3.5	30	8.8
Both are equally unavailable	104	28.0	171	50.2
Women	254	68.5	140	41.1

11c. In your unit, which gender is more often unavailable to deploy due to family reasons?

	Male		Female	
	Count	Percent	Count	Percent
Men	25	6.8	28	8.1
Both are equally unavailable	182	49.2	196	56.7
Women	163	44.1	122	35.3

12. What are the other reasons why members of your unit are unavailable to deploy?

13a. In your unit, which gender is more willing to deploy?

	Male		Female	
	Count	Percent	Count	Percent
Men	169	45.0	83	23.7
Both are equally willing	144	38.3	182	52.0
Women	1	0.3	6	1.7
Don't know or have never deployed	62	16.5	79	22.6

Appendix II
Responses to Survey Questions, by Gender

13b. In your unit, which gender has more problems deploying?

	Male		Female	
	Count	Percent	Count	Percent
Men	8	2.1	10	2.9
Both have the same number of problems	157	41.9	166	47.6
Women	150	40.0	78	22.4
Don't know or have never deployed	60	16.0	95	27.2

13c. In your unit, which gender performs their wartime job better?

	Male		Female	
	Count	Percent	Count	Percent
Men	133	35.5	34	9.7
Both perform equally well	169	45.1	217	61.8
Women	1	0.3	5	1.4
Don't know or have never deployed	72	19.2	95	27.1

**14. Overall, compared to men, how do women impact the readiness of your unit?
 Women impact readiness...**

	Male		Female	
	Count	Percent	Count	Percent
Very positively	6	1.6	26	7.6
Positively	32	8.6	67	19.5
No differently than men	175	47.2	183	53.2
Negatively	148	39.9	66	19.2
Very negatively	10	2.7	2	0.6

15. Please describe the reasons that most influenced your answer to question 14?

Appendix II
Responses to Survey Questions, by Gender

16. Which of the following factors most affect the readiness of your unit?

	Male						Female					
	No response	-	+	No response	-	+	No response	-	+	No response	-	+
Number of personnel	97	200	81	25.7	52.9	21.4	90	174	88	25.6	49.4	25.0
Mix of men and women	258	72	48	68.3	19.0	12.7	216	46	90	61.4	13.1	25.6
Necessary equipment	188	85	105	49.7	22.5	27.8	186	68	98	52.8	19.3	27.8
Condition of equipment	158	142	78	41.8	37.6	20.6	135	143	74	38.4	40.6	21.0
Training at the command level	259	33	86	68.5	8.7	22.8	236	38	78	67.0	10.8	22.2
Training at the unit level	151	45	182	39.9	11.9	48.1	155	44	153	44.0	12.5	43.5
Command leadership	163	63	152	43.1	16.7	40.2	173	78	100	49.3	22.2	28.5
Funding	221	125	32	58.5	33.1	8.5	205	104	43	58.2	29.5	12.2
Other	344	14	18	91.5	3.7	4.8	324	10	18	92.0	2.8	5.1

17. To what extent are you performing work that uses your MOS^a/rating/code skills?

	Male		Female	
	Count	Percent	Count	Percent
Not at all	26	6.9	27	7.7
Small extent	57	15.2	72	20.6
Moderate extent	81	21.5	57	16.3
Large extent	91	24.2	75	21.4
Very large extent	121	32.2	119	34.0

^aMos is military occupational specialty.

Appendix II
Responses to Survey Questions, by Gender

18. In your unit, to what extent are most men in your MOS/rating/code performing work that uses their occupational skills?

	Male		Female	
	Count	Percent	Count	Percent
Not at all	8	2.1	8	2.3
Small extent	44	11.7	34	9.8
Moderate extent	87	23.2	70	20.2
Large extent	164	43.7	128	37.0
Very large extent	72	19.2	106	30.6

19. In your unit, to what extent are most women in your MOS/rating/code performing work that uses their occupational skills?

	Male		Female	
	Count	Percent	Count	Percent
Not at all	19	5.2	7	2.0
Small extent	88	24.1	66	19.2
Moderate extent	110	30.1	97	28.3
Large extent	103	28.2	106	30.9
Very large extent	45	12.3	67	19.5

20. If you believe that most women and/or men in your MOS/rating/code are not performing work that uses their MOS skills, please explain why you believe this is happening.

21. How old were you on your most recent birthday?

	Male		Female	
	Count	Percent	Count	Percent
18-20	29	7.7	47	13.4
21-24	91	24.1	115	32.8
25-30	129	34.1	85	24.2
31-34	60	15.9	44	12.5
35-40	54	14.3	47	13.4
41 or older	15	4.0	13	3.7

Appendix II
Responses to Survey Questions, by Gender

22. What is your pay grade group?

	Male		Female	
	Count	Percent	Count	Percent
E1-E3	61	16.1	74	21.1
E4-E6	189	50.0	187	53.3
E7-E9	26	6.9	32	9.1
CWO1-CWO5	11	2.9	1	0.3
O1-O4	88	23.3	53	15.1
O5-O6	3	0.8	4	1.1

23. What is your service?

	Male		Female	
	Count	Percent	Count	Percent
Army	215	56.9	193	55.0
Navy	121	32.0	123	35.0
Marine Corps	42	11.1	35	10.0
Air Force	0	0.0	0	0.0
Coast Guard	0	0.0	0	0.0

24. How many years of active duty service have you completed, including enlisted, warrant officer, and commissioned officer time?

Years of service	Male		Female	
	Count	Percent	Count	Percent
1 -5	177	47.2	207	60.2
6-10	97	25.9	52	15.1
11-15	58	15.5	44	12.8
16-20	38	10.1	38	11.0
Greater than 20	5	1.3	3	0.9

Appendix II
Responses to Survey Questions, by Gender

25. What gender are you?

	Count	Percent
Male	378	51.9
Female	351	48.1

26. What is your current marital status?

	Male		Female	
	Count	Percent	Count	Percent
Never married	117	31.0	138	39.5
Married	228	60.5	142	40.7
Separated	7	1.9	20	5.7
Divorced	25	6.6	47	13.5
Widowed	0	0.0	2	0.6

Locations Visited and Units Surveyed

Army

Fort Hood, Texas

13 th Corps Support Command	181 st Chemical Company
	46 th Chemical Company
	74 th Engineer Company
	31 st Chemical Company
4 th Mechanized Infantry Division	Headquarters, 204 th Forward Support Battalion
	A Company, 704 th Main Support Battalion (Supply)
	C Company, 704 th Main Support Battalion (Medical)
	D Company, 704 th Main Support Battalion (Maintenance)
	Headquarters, 4 th Forward Support Battalion
	A Company, 4 th Forward Support Battalion (Supply)
	E Company, 4 th Forward Support Battalion (Medical)
	4 th Military Police Company
1 st Calvary Division	Headquarters, 1-44 th Air Defense Artillery Battalion
	Headquarters, 15 th Forward Support Battalion
	A Company, 15 th Forward Support Battalion (Supply)
	B Company, 15 th Forward Support Battalion (Maintenance)
	C Company, 15 th Forward Support Battalion (Medical)
	Headquarters, 4-5 th Air Defense Artillery Battalion
	68 th Chemical Company
	545 th Military Police Company

Germany

1st Mechanized Infantry Division

Wurzburg

101st Military Intelligence Battalion

1st Military Police Company

Schweinfurt

Headquarters, 299th Forward Support Battalion

A Company, 299th Forward Support Battalion (Supply)

B Company, 299th Forward Support Battalion (Maintenance)

C Company, 299th Forward Support Battalion (Medical)

Headquarters, 9th Engineer Battalion

Vilseck

Headquarters, 201st Forward Support Battalion

A Company, 201st Forward Support Battalion (Supply)

B Company, 201st Forward Support Battalion (Maintenance)

C Company, 201st Forward Support Battalion (Medical)

V Corps

Bamberg

Headquarters, 54th Engineering Battalion

Ansbach

6-52nd Air Defense Artillery Battalion

Appendix III
Locations Visited and Units Surveyed

Navy

Norfolk, Virginia	VF-14, Oceana Naval Air Station USS Theodore Roosevelt aircraft carrier USS WASP amphibious assault ship USS Gunston Hall dock landing ship
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Marine Corps

Cherry Point, North Carolina	Marine Aircraft Group 14 Marine Aircraft Control Group 28
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New River, North Carolina	Marine Aircraft Group 29
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